EXHIBIT K

PART 2 OF 2

	196
1	Nancy DeNardi
2	And this was all something I had
3	witnessed before and it was always right before
4	somebody was terminated.
5	Q. And these were people who the
6	company thought were not performing properly?
7	A. That's right.
8	Q. Did anyone ever tell you they
9	thought you weren't performing properly after you
10	got back from your disability leave?
11	A. No, not until that comment was made
12	and Ginny was, "You seem to be forgetting things.
13	Is chemo affecting your brain? What's going on?"
14	Other than that, nothing to my face that I
15	recall.
16	Q. What did she refer to, and I'm
17	saying, referring to Ginny, when she said, "You
18	seem to be forgetting things"?
19	A. There was a person that I was
20	supposed to call for the American Cancer Society
21	and I had actually called them. They had left
22	for the day.
23	And Ginny had asked me if it was
24	done. And I said no, I had left the woman a
) <u>5</u>	message on her answering machine. She hadn't

24 A. No. Ginny had told me when I was
25 going onto the Cerner, she said, "Clear your desk

1	Nancy DeNardi
2	off by the end of the week, so you could sit with
3	Carol and learn how to do the interface."
4	Q. So the reason you were given was
5	that you were going to now be doing the Cerner
6	interface?
7	A. Right. But like I said, I was
8	under the impression that was only not part time,
9	but until they hired somebody. So I was starting
10	to wonder what I was going to be doing after they
11	hired somebody for the interface.
12	Q. So you were under the impression it
13	was a short-term project?
14	A. Yes, I was.
15	Q. But Ginny never said that; is that
16	right?
17	A. She never said it in so many words.
18	That's what it was implied. It was we're looking
19	to hire somebody, we haven't found anybody yet.
20	Q. Looking to hire someone to do what?
21	A. To do the Cerner interface. They
22	wanted somebody to get in there and do the job
23	and they were looking at Kim DeLong, who did
24	Medicare at that time, but she didn't want to do
25	it, I guess.

	235	5	** •
1	Nancy DeNardi		
2	Ginny asked me if I would be		
3	willing to take it on until they hired somebody.		
4	Q. Did you ask Ginny what you would be		
5	doing after they hired somebody?		
6	A. No, I did not.		
7	Q. Why not?		
8	A. I just assumed wrongly, because my		
9	job was gone then, that it would come back to me	,	
10	but then they hired Shari and everything was		
11	divvied up between Jackie, Carol and she.		
12	Q. So when did Ginny tell you that		
13	they were looking to hire someone to do the		
14	Cerner interface?		
15	A. When I got when I took the job,		
16	I said I would take it, and she had said that		
17	they wanted to hire someone. I don't know if		
18	they ever actually put in an ad or tried to find	and the second	
19	someone. She said they were going to look for		
20	somebody to do that job, to do it permanently.		
21 .	Q. So prior to that time, you got your	2	
22	own responsibilities, right?		
23	A. Yes.		
24	Q. Before you were doing the Cerner		
25	interface?		

I was the backup biller when the

23

24

25

started.

Q.

But would you say you had no work

	200
1	Nancy DeNardi
2	A. All right.
3	Q. How many times did Carol tell you
4	that you weren't getting the job done quickly
5	enough?
6	A. She said it to me that one time
7	that I remember. Ginny said it to me after that.
8	It was basically after that I just
9	kind of just steered clear with Carol. I didn't
10	want a confrontation. I didn't want a
11	confrontation with any of them at this point.
12	Like I said before, I wanted to go in, do my job
13	and go home. I was extremely unhappy. And I
14	just wanted to be left alone.
15	Q. Did you report to Carol at that
16	time, meaning did you have to give her your work?
17	A. I had to give her everything I did
18	for the day at the end of the day, so she could
19	go over it.
20	Q. How were you able to steer clear of
21	her?
22	A. It was very difficult. During the
23	day I just tried to stay in my cubby unless I had
24	a question and I had to ask her. At the end of
25	the day, I brought over my work and said good

277 1 Nancy DeNardi I did the right thing. I punched 2 her out because she wasn't there. I wasn't Terry 3 Ann Sweet or Wendy Yelton, who punched somebody 4 in because they weren't there. 5 And I'm sorry, but that is -- this 6 is very upsetting to me and I think it's more 7 8 upsetting to me that if they wanted to get rid of me, get rid of me. I truly believed they used my 9 daughter, obviously they had to get rid of her 10 first if they wanted to get rid of me, my 11 daughter didn't do anything to anybody in that 12 13 company ever. She went in and did her job. I went in and did my job. I did not steal anything 14 from anybody. 15 16 MR. KLEIN: Can you read the question back for me, please? 17 (The designated question was read 18 19 by the court reporter.) 20 Q. Did you believe that Joe Chiseri 21 had a perception prior to your firing that you were disabled? 22 I didn't have a whole lot of 23 24 contact with Joe, so I'll be honest and say I 25 don't know what he perceived.

	278
1	Nancy DeNardi
2	I will say that I know Ginny would
3	have talked to Mark. I'm sure that she expressed
4	a desire to get rid of me, and I'm sure Mark
5	expressed that same desire to Joe. I'm sure it
6	was brought up in conversation. I'm sure they
7	talked about it.
8	Whatever reason with Joe, I don't
9	know. I believe that I was let go for a
10	disability that I didn't have. I think it
11	started with Ginny, it went to Mark, and at that
12	point I would say Joe probably said, "Fine, get
13	rid of her."
14	Q. Prior to your termination, you
15	didn't have any conversations with Mark Newton
16	about your either perceived disability or
17	sickness, correct?
18	A. No.
19	Q. So you don't know for a fact what
20	Ginny told Mark as to why she wanted to fire you
21	if, in fact, she ever told him, right?
22	A. No, I never heard a conversation
23	between the two of them.
24	Q. So it's your belief that Ginny
25	wanted to get rid of you because she perceived

	270
1	Nancy DeNardi
2	you to have a disability, right?
3	A. Yes.
4	Q. And it's also your belief that she
5	told Mark Newton that she wanted to get rid of
6	you because she perceived you to have a
7	disability; is that right?
8	A. Yes.
9	Q. And then you believe that Mark
10	Newton wanted to get rid of you because he agreed
11	with Ginny that you had this disability?
12	A. Yes.
13	Q. Or they believed you had a
14	disability, right?
15	A. Yes.
16	Q. And you never had a conversation
17	with Mark Newton about having a disability or
18	even a perception of having a disability,
19	correct?
20	A. Correct.
21	Q. And the only conversation you had
22	with Mark Newton regarding your termination was
23	the day you were actually terminated, correct?
24	A. Correct.
25	Q. So would you agree with me that you

1	
2	ACKNOWLEDGEMENT
3	
4	I, NANCY DeNARDI, hereby certify
5	that I have read the transcript of my
6	testimony taken under oath in my
7	deposition of March 20, 2008; that the
8	transcript is a true, complete and
9	correct record of what was asked,
10	answered and said during this deposition,
11	and that the answers on the record as
12	given by me are true and correct.
13	
14	Mary Dodard.
15	NANCY DeNARDI
16	
17	Subscribed and sworn to before me
18	this Aff day of May, 2008.
19	
20	Speriate Chandling
21	NOTARY PUBLIC
22	SASTVATI CHOUDHURY
23	Notary Public - State of New York NO. 01CH6123122 Qualified in Dutchess County/09
24	My Commission Expires 270/09

1	
2	
3	CERTIFICATE
4	I, LINDA P. FABEL, a Notary Public
5	within and for the State of New York, do
6	hereby certify:
7	That NANCY DeNARDI, the witness
8	whose deposition is hereinbefore set
9	forth, was duly sworn by me and that the
10	within transcript is a true record of the
11	testimony given by such witness.
12	I further certify that I am not
13	related to any of the parties to this
14	action by blood or marriage and that I am
15	in no way interested in the outcome of
16	this matter.
17	IN WITNESS WHEREOF, I have hereunto
18	set my hand this 31% day of
19	March , 2008.
20	
21	duda to take
22	LINDA P. FABEL
23	
24	
25	

ERRATA SHEET

Deposition of Plaintiff Nancy DeNardi taken on March 20, 2008

DeNardi v. DRA Imaging, P.C., et al, 07 Civ. 5794 (MGC) Re:

PAGE	LINE(S)	READS	SHOULD READ	REASON FOR CHANGE
67	6-7	"They'll know more we'll all of us be in there together"	"No more will all of us be in there together."	Transaction error
98	9	going to let this defy me.	going to let this define me.	Transcription error
125	10	McCauley as supervisors, and I was listed as billing department lead.	McCauley as supervisors, and I was not listed as billing department lead.	Transcription error
213	9	It was a significant job in their eyes when they gave it to me.	It was not a significant job in their eyes when they gave it to me.	Transcription error
254	8	and not to mention Fishkill was a three- hour	and not to mention Fishkill was a 1/2-hour	Transcription error
MON.				

Sworn to before me this 141 h
day of April 20008

Moul Chouling

NOTARY PUBLIC

Nancy DeNardì

SASWATI CHOUDHURY Notary Public - State of New York NO. 01CH6123122 Qualified In Dutchess C My Commission Expires

COPY

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

NANCY DeNARDI,

Plaintiff,

- against -

DRA IMAGING, PC and IMAGING SUPPORT SERVICES, LLC,

Defendants.

Tuesday, April 22, 2008 10:20 a.m. Held at the Offices of Keane & Beane PC 445 Hamilton Avenue White Plains, New York

CONTINUED EXAMINATION BEFORE TRIAL of NANCY DeNARDI,

Plaintiff, pursuant to Notice, before Linda P. Fabel, a Shorthand Reporter and Notary Public within and for the State of New York.

1	•	Nancy DeNardi
2	Barkiyani?	
3	Α.	When?
4	Q.	At any time?
5	Α.	Was I having problems with her?
6	Q.	Yes.
7	А.	For that statement or just
8	Q.	No, no, no.
9	А.	Okay.
10	Q.	Not that statement. She didn't
11	tell you tha	t statement, right?
12	Α.	No.
13	Q.	And you never repeated that
14	statement to	her?
15	Α.	I don't believe I said anything to
16	Ginny.	
17	Q.	You were having problems with Ginny
18	Barkiyani, r	ight?
1,9	Α.	I believe so.
20	Q.	You know so, don't you?
21	Α.	Yes.
22	Q.	And you were having problems with
23	Carol?	
24	Α.	Yes.
25	Q.	And you were having problems with

1	·	Nancy DeNardi
2	Jackie?	
3	A .	Yes.
4	Q.	And it's fair to say you never went
5	to Mark abou	t the problems you were having with
6	either of th	ose people, correct?
7	А.	Yes.
8	Q.	And you never went to Joe?
9	Α.	Yes.
10	Q.	Is it fair to say that the reason
11	you didn't g	o to Joe was because of the statement
12	Gail Platt m	ade to you in latter 2003?
13	Α.	That's fair.
14	Q.	All right.
15	A.	But not just the statement. What I
16	witnessed wit	th Maureen and with my neighbor, it
1,7	got them nowl	nere.
18	Q.	What you witnessed with Maureen was
L9	what she was	telling you, right?
20	Α.	I don't think it was just on what
21	she was telli	ing me. I think the whole company
22	because I	mean it was pretty it wasn't
3.	private what	was happening between Maureen and
24	her superviso	or. It was obvious.
:5		And then she wasn't an IT anymore.

MS 61	•	264
1		Nancy DeNardi
2	Poughkeepsie	e. She was up at Poughkeepsie for, I
3	have to say	a month or two.
4	Q.	And where was she located or
5	situated in	the company?
6	Α.	She sat at the front desk.
7	Q.	And where were you?
8	Α.	I was in the billing department.
9	Q.	Not at the front desk?
10	А.	No.
11	Q.	So
12	Α.	But I walked by the front desk a
13	lot during t	he day and there was always somebody
14	practically	on top of her.
15	Q.	And who was the somebody that was
16	on top of he	r?
17	Α.	I believe it was Roxanne Queen
18	(phonetic) the	nat was watching her.
19	Q.	How come you didn't go to Mark with
20	the problems	you were having with Jackie and
21	Ginny and Car	col?
22	Α.	For the same reason I didn't go to
23	Joe. Mark an	d Ginny seemed to be pretty close.
24		s immediate supervisor. I really
25		would just go back to Ginny and it

1	Nancy DeNardi
2	wouldn't do any good. It wouldn't have gone
3	anywhere.
4	I felt I would have been just I
5	went to Ginny, I got nowhere with Ginny. I
6	talked to her a few times.
7	Going to Mark, I felt he would have
8	just gone back to Ginny and it would have died
9	right there.
10	Q. You never gave Mark the chance to
11	address any of the concerns that you had?
12	A. No, I didn't.
13	Q. You never gave Mark the chance to
14	address any of the issues that you were having
15	with either your job duties being taken away or
16	you being humiliated, correct?
17	A. No.
18	Q. And you believe that Mark would
19	have just backed Ginny
20	A. Yes.
21	Q correct?
22	A. Yes.
23	Q. And the basis for your belief is
24	what you heard from other people, right?
25	MS. PERRY: Object to the form of

1	Nancy DeNardi					
2	regard to the Cerner interface?					
3	MS. PERRY: I think you spent a lot					
4	of time on this last time.					
5	MR. KLEIN: I've got another					
6	question. It's just a follow-up. As you					
7	see, I'm not getting the answers. I'm					
8	trying to get simple answers here.					
9	Q. What were the functions that you					
10	did on the Cerner interface?					
11	A. I ran a report, it dropped all the					
12	charges. I had to go through the report. If the					
13	diagnoses weren't there, I had to give them the					
14	codes. She had to code them. I had to put them					
15	in manually.					
16	I had to check all the referring					
17	doctors, make sure they were right.					
18	Make sure the insurance companies					
19	were right.					
20	Create a checklist.					
21	Q. Could anyone be billed for services					
22	performed by DRA before you completed your daily					
23	Cerner interface tasks?					
24	A. No.					
25	Q. Could anyone have been trained to					

1	Nancy DeNardi
2	A. "Mom."
3	Q. Did anybody ever complain about the
4	way she talked to you or you talked to her while
5	you were at work?
,6	A. Not that I could recall. The way
7	she addressed me, no.
8	Q. Tell me what the punch-in and
9	punch-out system was in 2005.
10	A. On the computer you would pull up
11	the time sheet, punch in your last four digits of
12	your Social Security number, punch it in again.
13	And it would record the time you punched in; or
14	if you were punching out, the time you punched
15	out.
16	Q. And there were no time cards in
17	2005, correct?
18	A. I don't think so.
19	Q. So it was all done on the computer,
20	as far as you recall?
21	A. Right.
22	Q. Was the punch-in system the same
23	for every employee at DRA?
24	A. No. Some of the supervisors had
25	what they called a time sheet, which worked on

1	Nancy DeNardi
2	Q. Tell me take me through the day
3	of May 5th, after you got to work.
4	A. I got to work, ran the report that
5	had to be run first thing for Cerner. Started to
6	work on that.
7	Probably said good morning to
8	Joanie and Candice, like I usually did.
9	About 8:15, 8:30-ish I was over by
10	Jackie's desk, I was talking to Jackie and Carol
11	and Ginny was there.
12	Left there to go back to do my job,
13	to go back to my desk because we were chatting
14	for a few minutes, stopped by the desk that
15	Heather was working at.
16	It was about 8:45. She was working
17	at Linda Furlano's desk. Ginny stopped with me,
18	said good morning to Heather.
19	As we were walking away, Ginny was
20	going off to the right to the storeroom, I was
21	going back to my cubby. And I had mentioned to
22	her that Heather had a final and couldn't come
23	in, and could she work Tuesday instead.
24	And Ginny got a little nasty about
25	it. She said, "Absolutely not, she's working

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at my desk. I was talking to Joanie for a second

1	Nancy DeNardi
2	and Heather called. She said she had left, she
3	had forgot to punch out. Could I punch her out.
4	I said fine. It was about 9:10,
5	9:15.
6	I went to punch her out. I went to
7	ask Ginny a question. She was at her desk, she
8	was putting on her coat. And then she sat down
9	and she pulled up her computer. She was looking
10	at something and she started rapid firing
11	questions at me, and with each question she got
12	louder and yelling, "Where's Heather? What time
13	did she leave? I know she's not here. Where is
14	she? What did she do?"
15	And she was so quick with
16	questions, I was like, "What are you talking
17	about?"
18	Finally when she came up for a
19	breath, she said, "Did you punch Heather out?"
20	I said, "Yeah, what's the big
21	deal?"
22	And with that, she got up and, like
23	I said, she had her coat on, she was leaving for
24	the day. She said, "I know Heather's not happy
25	here. Maybe she should look for a job somewhere

mr. 1	
С	ise 1:07-cv-05794-MGC Document 17-14 Filed 09/10/2008 Page 27 of 38
	Nancy DeNardi
	Q. Is that the first time you ever
	3 heard of it?
	MS. PERRY: You're talking about
	5 the e-mail?
	6 MR. KLEIN: Seen it in writing.
	7 Q. Have you ever seen it in writing
	other than that e-mail?
	MS. PERRY: Where they're accusing
1	her of lying and stealing?
1	MR. KLEIN: Correct.
1	Q. And had you ever heard anyone
1	say
1	A. I'm sorry, I'm I would have to
1	look at the little paragraph that Ginny wrote up
1	for the Labor Board. It might have been in
1	there, it might have been there.
18	Q. And other than reading it, you had
19	
2(A. I don't believe so.
21	Q. Never heard it from Ginny?
22	A. I don't believe so.
23	Q. Never heard it from Mark?
24	A. I don't believe so.
25	Q. Well, do you remember everything
97 1	<u> </u>

1	,	Nancy DeNardi
2	that took pl	ace in that conversation on May 8th?
3	Α.	I would like to think I did, but
4	I'm sure I o	lidn't, my head was spinning, I could
- 5	not believe	what was happening.
6	Q.	What time did that conversation
7	start?	
8	Α.	On the 8th?
.9	Q.	Yes.
10	Α.	About a quarter to 4:00, about 10
11	to 4:00.	
12	Q.	What time did it end?
13	Α.	It ended fairly quickly because I
14	believe I wa	s out of there before 4:00 o'clock.
15	Q.	What time did it end?
16	Α.	Probably about 5 minutes after it
17	started.	
18	Q.	So it started either at a quarter
19	to 4:00 or 10	o to 4:00 and it ended?
20	Α.	Before 4:00.
21	Q.	Before 4:00?
22	Α.	I didn't want to hang around. I
23	wanted to get	out of there as quickly as
24	possible. I	didn't see much reason to hang
25	around.	

1	Nancy DeNardi
2	Q. During the meeting on May 8th, did
3	anyone accuse you of stealing?
4	A. I don't know if he used those
5	words.
6	Q. What words did he use?
7	A. Punching my daughter out. It was
8	an inference that I waited until an hour or so
9	after she left to punch her out.
10	I don't know if Mark said it in so
11	many words. I got the impression that he felt
12	that maybe I did it so she'd get more money.
13	I know I said to him, "Why would I
14	do that? Why would I risk my job to give her 2
.15	or 3 dollars extra in her paycheck? It was the
16	most ridiculous thing I have heard. She was
17	coming back at noontime. I punched her out so
18	she wouldn't get paid."
19	If I hadn't punched her out, they
20	would have paid her until 4:00 o'clock in the
21	afternoon. I said, "I punched her out because I
22	thought it was the right thing to do as an
23	employee, so she would not get paid any further."
24	Q. Mark never accused you of stealing,
25	though; isn't that right? That was what you

1	Nancy DeNardi
2	inferred he was saying?
3	A. He never used the words. I I
4	it's the only thing I could think of, what would
5	the reason be to punch her out later.
6	Q. That was, again, your inference
7	A. Yes.
8	Q correct?
9	A. Yes.
10	Q. Do you recall the exact words that
11	Mark used during that conversation?
12	A. Only parts of it. Like I said, my
13	head was spinning. I remember talking to him
14	about Lisa punching somebody out the same day.
15	He said they were going to make an
16	example out of me.
17	He said, "I understand there's also
18	a problem with you not punching out for chemo."
19	I told him that was Ginny's idea to
20	take reports with me. I could take work while I
21	was sitting there.
22	At that point I turned to Ginny. I
23	asked her for help. I said, "Please help me out
24	here. You know, I don't understand what's going
25	on."

Nancy DeNardi 1 "6:30 to 8:00, worked on refunds," 2 0. why is that significant, if at all? 3 Α. It's not significant. It was just 4 5 one of my jobs that I was doing before it was 6 taken away. I did refund checks. 7 Q. Was it given back to you, the refunds? 8 Α. Not after I started Cerner. 9 And 8:30 to 9:30, you did front Q. 10 desk? 11 Α. Yes. 12 And then the rest of the day you 13 Ο. did a credit balance report? 14 That was the collection report. 15 Α. Is that part of Cerner? 16 Q. Α. 17 No. Can you read slowly, please, the 18 0. entry for Wednesday, March 29th, slowly? 19 20 Α. Okay. Thank you. 21 Q. "6:30 to 8:00, checked Carol's 22 Α. no's. Went over IOC cases. 23 "8:00 to 9:00, front desk. 24 25 rest of day with Carol. Spoke to Ginny. Did not

Page 33 of 38

	472
1	Nancy DeNardi
2	assistant.
3	Q. That was sometime in March?
4	A. Yes. I don't know whether it was
5	the 14th or 24th, somewhere around there.
6	Q. Were you doing DRA charges, as you
7	wrote in this entry?
8	A. Carol was yes, Carol was still
9	training me to a point. I was a lot on my own at
10	that point, but I was still going back to Carol.
11	Q. Can you read the entry for
12	Thursday, March 30th, please?
13	A. "6:30 to 8:00, to refund Carol's
14	no's.
15	"8:00 to 9:00, front desk rest of
16	day training Shari."
17	Q. Is this the first day you were
18	training Shari?
19	A. I don't recall. It's the first
20	time I wrote it, but like I said, I did not write
21	everything, so I don't know.
22	Q. Read Friday, the 31st, please.
23	A. "6:30 to 8:00, refund Carol's
24	no's."
25	Q. What did you do for the rest of the

25

25

ERRATA SHEET

Deposition of Plaintiff Nancy DeNardi taken on April 22, 2008

Re: DeNardi v. DRA Imaging, P.C., et al, 07 Civ. 5794 (MGC)

PAGE	LINE(S)	READS	SHOULD READ	REASON FOR CHANGE
299	7	"conversation"	"opportunity"	Transaction error
328	12	"Ginny — and I wasn't there right after Ginny spoke about Heather. Actually, she was leaving with Mark."	Ginny wasn't there. Right after Ginny and I spoke about Heather she was leaving with Mark."	Transcription error
339	4	"I wasn't"	"I was"	Transcription error
213	9	It was a significant job in their eyes when they gave it to me.	It was not a significant job in their eyes when they gave it to me.	Transcription error
254	8	and not to mention Fishkill was a three- hour	and not to mention Fishkill was a 1/2-hour	Transcription error
373	13-14	"diagnoses weren't there, I had to give them the coder. She had to code them."	"diagnoses weren't there, I had to give them to the coder so she could code them."	Transcription error
387	17	"was told not to do any other work."	"was told not to do any overtime."	Transcription error
463	24	"Saturday with Carol for interface,"	"sat with Carol for interface,"	Transcription error
465	20	"CBT"	"CPT"	Transcription error
491	18	"claims where Carol was prime."	"claims where Medicare was prime."	Transcription error
496	24	"half-hour often"	"half-hour off"	Transcription error
513	16	"remember the statistics"	"remember the specifics"	Transcription error

514	5-7	"I was saying I had MVP and MVP didn't care that it was what was called a genetical behavioral health."	"I was saying I had MVP and the therapists I was calling didn't accept MVP. It turned out I was supposed to use United Behavioral Health."	Transcription error
514	13	"And I ended up writing the number"	"And I ended up calling the number"	Transcription error
532	14	"\$20,000 is nothing a year to work"	\$20,000 is nothing a year to live"	Transcription error

Nancy DeNardi

Sworn to before me this day of June 2008

NOTARY PUBLIC